

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**KALKASKA COUNTY SHERIFF
Employer**

and

Case 07-WH-270117

**POLICE OFFICER'S LABOR COUNCIL
(POLC)
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On December 11, 2020, the Police Officer's Labor Council (POLC) (the Petitioner) filed with the Regional Director for Region 7 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On December 16, 2020, the Regional Director for Region 7 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that the Police Officer's Labor

¹ The record indicates that the Employer is a public sector employer and it contains a copy of the parties' current collective-bargaining agreement, effective by its terms from January 1, 2018 through December 31, 2020.

Council (POLC) is a bona fide representative for purposes of Section 7(b) of the FLSA, of the employees in the following unit:²

All full-time Detectives, Deputies, Court Officers, Corrections Officers, Dispatchers and Clericals, but EXCLUDING Sheriff, Undersheriff, Confidential Secretary, Lieutenants, Sergeants part-time and temporary employees, and all other employees.

Dated, Washington, D.C., February 17, 2021.

By direction of the Board:

Roxanne Rothschild

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the certified organization's right to be recognized as the exclusive bargaining representative under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).